The College Placement Council 62 Highland Avenue / Bethlehem, PA 18017

The national association for career planning, placement, and recruitment

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CPC Salary Survey

NATIONAL Interim Report No. 1, February 1984

The National Interim Report No. 1 provides data on beginning salary offers for the 1983-84 recruiting season made to students graduating between September 1, 1983 and August 31, 1984. Tables on pages 2 through 5 provide data on a national level for the interim period (January 7 through February 3) and cumulatively (September 1 through February 3). The block tables contain data for the interim period only.

SCOPE AND NATURE OF THE SURVEY

The scope, nature, and coverage of the CPC *Salary Survey* are particularly important to the interpretation and proper use of the statistics.

The study surveys a fairly consistent population which includes 187 placement offices at 162 colleges and universities throughout the United States. Offers are reported from employing organizations in business, industry, government, and non-profit and educational organizations. The offers are base starting salary offers and do not include fringe benefits or overtime. The data cover a broad range of functional positions, except teaching. Confidentiality is maintained for the individual, the college, and the employer.

The *Survey* reports offers, not acceptances, with no limit on the number of offers per student. Therefore, offers in the study cannot be equated with actual hires, and when the economic climate changes substantially, the ratio of offers to hires usually changes also, making comparison with other years no longer valid. In those categories where offers are relatively few, the data should be regarded as only an indication.

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FEBRUARY 1984
NATIONAL Interim Report No. 1

AVERAGE MONTHLY SALARY OFFERS

Bachelor's Degree Candidates
(Data Combined for Men and Women)

By Curriculum for All Types of Employers	INTERIM PERIOD (1/7/84 through 2/3/84) Number of Offers	Average	Percentiles 90th	50th	10th	CUMULATIVE (9/1/83 through 2/3/84) Number of Offers	Average	Percentiles 90th	50th	10th
BUSINESS										
Accounting	832	$1,624	$1,833	$1,625	$1,475	2,402	$1,618	$1,833	$1,625	$1,448
Business-General (incl. Management)	264	1,495	2,000	1,475	1,085	1,072	1,496	1,950	1,460	1,100
Marketing & Distribution	100	1,492	1,875	1,458	1,193	481	1,468	1,800	1,417	1,140
HUMANITIES & SOCIAL SCIENCES										
Humanities	36	1,275	1,667	1,184	1,000	127	1,346	1,840	1,308	900
Economics[1]	13	1,508	*	*	*	67	1,410	1,900	1,370	1,000
Other Social Sciences	58	1,348	1,750	1,299	917	223	1,323	1,766	1,283	1,000
ENGINEERING										
Aeronautical	40	2,218	2,405	2,194	2,050	116	2,136	2,360	2,148	1,800
Chemical	149	2,274	2,500	2,330	2,000	347	2,240	2,450	2,292	1,916
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	149	1,844	2,164	1,794	1,568	357	1,887	2,300	1,833	1,536
Electrical (incl. Computer Engrg.)	759	2,178	2,367	2,208	1,958	2,219	2,163	2,358	2,200	1,858
Geological	3	1,644	*	*	*	13	1,953	*	*	*
Industrial	94	2,114	2,340	2,133	1,833	236	2,096	2,333	2,110	1,800
Mechanical	430	2,195	2,425	2,200	1,970	1,123	2,161	2,383	2,180	1,900
Metallurgical (incl. Metallurgy & Ceramic Engrg.)	24	2,192	2,350	2,264	2,020	64	2,178	2,400	2,250	1,977
Mining	4	1,842	*	*	*	19	1,877	*	*	*
Nuclear (incl. Engrg. Physics)	3	2,328	*	*	*	17	2,196	*	*	*
Petroleum	51	2,617	2,825	2,650	2,400	138	2,544	2,850	2,625	2,053
Engineering Technology	95	2,086	2,417	2,083	1,750	280	2,066	2,333	2,083	1,798
SCIENCES										
Agricultural Sciences	50	1,337	1,900	1,250	1,000	105	1,408	1,900	1,375	1,090
Biological Sciences	8	1,414	*	*	*	25	1,437	1,839	1,360	1,033
Chemistry	15	1,586	*	*	*	40	1,708	2,083	1,750	1,210
Computer Science	271	2,020	2,292	2,066	1,650	753	1,994	2,268	2,040	1,625
Health (Medical) Professions	75	1,784	2,230	1,750	1,450	140	1,581	2,083	1,643	1,000
Mathematics	20	2,014	2,291	2,159	1,666	61	1,910	2,220	2,016	1,380
Other Physical & Earth Sciences	19	1,826	*	*	*	66	1,789	2,350	1,903	1,034
Totals	3,562					10,491				

[1]Includes economics programs with both business and social science orientation.
*Not computed for fewer than 20 offers

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AVERAGE MONTHLY SALARY OFFERS

Bachelor's Degree Candidates
(Data Combined for Men and Women)

By Functional Area for All Types of Employers	INTERIM PERIOD (1/7/84 through 2/3/84) Number of Offers	Average	Percentiles 90th	50th	10th	CUMULATIVE (9/1/83 through 2/3/84) Number of Offers	Average	Percentiles 90th	50th	10th
Accounting/Auditing	845	$1,621	$1,833	$1,625	$1,463	2,400	$1,616	$1,833	$1,619	$1,448
Business Administration	133	1,466	1,950	1,417	1,000	502	1,488	1,950	1,458	1,060
Communications	22	1,442	2,100	1,292	1,000	68	1,471	2,167	1,317	1,000
Community & Services Orgs. Work	16	1,320	*	*	*	62	1,373	1,865	1,280	1,000
EDP-Programming/Systems	303	2,010	2,294	2,050	1,630	846	1,987	2,267	2,025	1,600
Engineering	1,713	2,169	2,425	2,200	1,800	4,556	2,151	2,400	2,192	1,794
Farm & Natural Resources Management	17	1,276	*	*	*	32	1,309	1,500	1,317	1,000
Finance & Economics	26	1,512	1,950	1,550	950	227	1,519	1,917	1,516	1,114
Health (Medical) Services	81	1,719	2,167	1,675	1,200	156	1,543	2,083	1,580	1,000
Manufacturing &/or Industrial Operations	46	1,938	2,325	2,034	1,358	242	1,997	2,392	2,055	1,475
Mathematics/Statistics	16	1,883	*	*	*	53	1,822	2,167	1,916	1,372
Merchandising/Sales Promotion	101	1,347	1,600	1,291	1,085	433	1,375	1,666	1,333	1,085
Personnel/Employee Relations	23	1,454	1,902	1,358	1,025	57	1,408	1,902	1,333	875
Research--Non-Scientific	24	1,937	2,333	2,079	1,000	54	1,737	2,333	1,833	1,000
Research--Scientific	53	1,801	2,250	1,833	1,200	162	1,884	2,350	1,975	1,240
Rotational Training--Non-Technical	28	1,243	1,400	1,250	1,000	159	1,355	1,666	1,300	1,083
Rotational Training--Technical	23	2,046	2,350	2,145	1,400	77	2,052	2,400	2,125	1,450
Sales--Non-Technical Degree	77	1,496	1,834	1,500	1,060	363	1,472	1,800	1,500	1,083
Sales--Technical/Scientific Degree	15	1,820	*	*	*	42	1,774	2,250	1,833	1,208
Totals	3,562					10,491				

*Not computed for fewer than 20 offers.

FEBRUARY 1984
NATIONAL Interim Report No. 1
(Data Combined for Men and Women)

AVERAGE MONTHLY SALARY OFFERS

Master's Degree Candidates
INEXPERIENCED (One year or less
of full-time, non-military employment)

Graduate Program	INTERIM PERIOD (1/7/84 through 2/3/84) Number of Offers	Average	Percentiles 90th	50th	10th	CUMULATIVE (9/1/83 through 2/3/84) Number of Offers	Average	Percentiles 90th	50th	10th
BUSINESS										
Accounting	46	$1,967	$2,250	$2,000	$1,666	273	$1,932	$2,167	$1,958	$1,666
MBA (Non-Technical Undergraduate)	59	1,986	2,500	2,040	1,308	307	1,998	2,400	2,000	1,625
MBA (Technical Undergraduate)	12	2,411	*	*	*	47	2,212	2,700	2,167	1,791
MS-Business (incl. Management, Marketing, Finance, etc.)	40	2,028	2,667	1,842	1,567	74	2,028	2,650	2,000	1,500
Industrial Management (incl. Industrial Administration)	8	2,175	*	*	*	16	2,084	*	*	*
Administration (incl. Public, Hospital, etc.)	2	2,150	*	*	*	12	1,768	*	*	*
HUMANITIES & SOCIAL SCIENCES										
Humanities	2	1,542	*	*	*	12	1,360	*	*	*
Social Sciences	7	1,818	*	*	*	30	1,624	2,083	1,611	1,083
ENGINEERING										
Chemical	21	2,545	2,820	2,510	2,416	45	2,468	2,760	2,500	2,175
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	15	2,474	*	*	*	46	2,264	2,675	2,314	1,800
Electrical (incl. Computer Engrg.)	78	2,564	2,800	2,583	2,325	176	2,509	2,750	2,541	2,217
Industrial	12	2,491	*	*	*	34	2,466	2,716	2,454	2,250
Mechanical	56	2,503	2,750	2,533	2,265	113	2,481	2,700	2,500	2,292
Nuclear (incl. Engrg. Physics)	4	2,494	*	*	*	6	2,488	*	*	*
SCIENCES										
Chemistry	6	1,967	*	*	*	14	2,075	*	*	*
Computer Science	39	2,449	2,700	2,513	2,015	97	2,435	2,716	2,450	2,015
Geology & Related Geological Sciences	7	2,289	*	*	*	17	2,296	*	*	*
Mathematics	3	2,147	*	*	*	7	2,054	*	*	*
Metallurgy (incl. Met. Engrg., Materials Engrg./Science, & Ceramics)	4	2,504	*	*	*	17	2,461	*	*	*
Totals	421					1,343				

*Not computed for fewer than 20 offers.

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(Data Combined for Men and Women)

AVERAGE MONTHLY SALARY OFFERS

Master's Degree Candidates - EXPERIENCED[1]

Graduate Program	INTERIM PERIOD (1/7/84 through 2/3/84) Number of Offers	Average	Percentiles 90th	50th	10th	CUMULATIVE (9/1/83 through 2/3/84) Number of Offers	Average	Percentiles 90th	50th	10th
Over 1 to 2 years										
MBA--Non-Technical Undergraduate	18	$2,088	*	*	*	70	$2,192	$2,666	$2,128	$1,750
MBA--Technical Undergraduate	2	2,187	*	*	*	10	2,379	*	*	*
Over 2 to 4 years										
MBA--Non-Technical Undergraduate	22	2,264	2,916	2,279	1,816	43	2,291	2,916	2,250	1,833
MBA--Technical Undergraduate	2	2,375	*	*	*	10	2,380	*	*	*
Over 4 years										
MBA--Non-Technical Undergraduate	23	2,619	3,250	2,500	1,917	54	2,499	3,200	2,458	1,666
MBA--Technical Undergraduate	3	2,667	*	*	*	3	2,667	*	*	*
Totals	70					190				
DOCTORAL DEGREE CANDIDATES										
ENGINEERING										
Chemical	9	$3,124	*	*	*	20	$3,168	$3,541	$3,275	$2,650
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	1	3,200	*	*	*	3	2,936	*	*	*
Electrical (incl. Computer Engrg.)	10	3,377	*	*	*	29	3,209	3,750	3,250	2,500
Mechanical	2	2,396	*	*	*	6	3,097	*	*	*
SCIENCES										
Chemistry	8	2,798	*	*	*	27	2,828	3,250	2,908	2,333
Mathematics (incl. Oprs. Research, Statistics, & Actuarial Science)	+	+				5	3,291	*	*	*
Metallurgy (incl. Met. Engrg., Materials Engrg./Science & Ceramics)	+	+				1	3,467	*	*	*
Physics	1	3,333	*	*	*	10	2,823	*	*	*
Totals	31					101				

[1]Years of previous full-time, non-military employment.
*Not computed for fewer than 20 offers.
+No offers reported.

Monthly beginning salary offers to all candidates by curriculum and employer

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Diagram indicates arrangement of data in blocks.

The 90th percentile is that salary offer above which 10 percent of the offers are located. The 10th percentile is that salary offer below which 10 percent of the offers are located. Not computed for fewer than 20 offers.

CURRICULUM	BUSINESS			MANUFACTURING ■ INDUSTRIAL												GOV'T ■ NON-PROFIT		
	Accounting—Public	Banking, Finance, & Insurance	Merchandising (Retail & Wholesale) & Services	Aerospace, Electronics, & Instruments	Automotive & Mechanical Equipment	Building Materials Mfrs. & Construction	Chemicals, Drugs, & Allied Products	Electrical Machinery & Equipment	Food & Beverage Processing	Glass, Paper, Packaging, & Allied Products	Metals & Metal Products	Petroleum & Allied Products (incl. Nat. Gas)	Research &/or Consulting Organizations	Tire & Rubber	Utilities—Public (incl. Transportation)	Government—Federal	Government—Local / State	Non-Profit Orgs. & Educational Institutions
BACHELOR'S DEGREE																		
NON-TECHNICAL: Accounting	$1,620 699 $1,800 $1,500	$1,534 18	$1,439 18	$1,744 7	$1,819 5	$1,614 3	$1,679 6	$1,660 6	$1,743 10	$1,804 8	$1,512 5	$1,772 33 $1,875 $1,692		$1,575 1	$1,755 3	$1,306 3	$1,508 6	$1,417 1
NON-TECHNICAL: Business—General (incl. Mgmt.)	$1,560 23 $1,850 $1,417	$1,424 44 $1,833 $ 850	$1,285 87 $1,500 $1,083	$1,849 41 $2,162 $1,525	$1,341 4	$1,821 2	$1,659 7	$1,430 4	$1,480 13	$1,536 7	$1,610 5	$1,818 12	$1,333 1		$1,596 6	$1,200 3	$1,461 3	$1,200 2
NON-TECHNICAL: Marketing & Distribution		$1,863 5	$1,329 47 $1,600 $1,000	$1,561 9	$1,714 6		$1,636 8	$1,607 4	$1,614 7	$1,528 4	$1,400 2	$1,703 3			$1,867 2	$1,584 2		$1,333 1
NON-TECHNICAL: Humanities	$1,166 1	$1,127 4	$1,149 14	$1,625 1	$2,083 1	$1,417 1	$1,308 1	$1,060 1			$1,400 1		$1,500 1		$2,332 2	$1,416 1	$1,417 1	$1,042 6
NON-TECHNICAL: Economics	$1,625 1	$2,000 1	$1,188 3				$1,950 1				$1,250 1	$1,610 1	$1,500 1			$1,950 1	$1,384 1	$1,385 2
NON-TECHNICAL: Other Social Sciences		$1,230 9	$1,244 17	$1,768 2	$1,500 2			$1,400 1	$1,264 3						$2,500 1	$1,617 4	$1,391 5	$1,308 14
MASTER'S DEGREE -- INEXPERIENCED																		
MBA—Non-Technical Undergraduate Degree	$1,809 22 $2,166 $1,000	$2,241 5	$1,911 8	$2,149 9	$1,666 1		$2,333 1		$2,500 1	$2,217 2	$2,108 2	$2,108 3	$2,380 3		$2,040 1		$ 921 1	
MBA—Technical Undergraduate Degree	$2,305 3			$2,346 3	$3,135 1	$2,167 1	$2,675 1					$2,250 2	$2,500 1					
BACHELOR'S SUMMARY																		
Non-Technical Curricula	$1,617 724 $1,800 $1,500	$1,446 81 $2,000 $1,000	$1,295 186 $1,583 $1,000	$1,787 60 $2,123 $1,500	$1,657 18	$1,650 6	$1,654 23 $1,950 $1,400	$1,536 16	$1,569 33 $1,900 $1,250	$1,649 19	$1,576 14	$1,776 49 $1,950 $1,625	$1,444 3	$1,575 1	$1,839 14	$1,466 14	$1,449 16	$1,249 26 $1,417 $1,000
Technical Curricula	$1,991 13	$1,567 19	$1,634 28 $2,250 $1,000	$2,164 1042 $2,355 $1,975	$2,241 128 $2,430 $2,000	$1,874 82 $2,195 $1,525	$2,242 141 $2,425 $2,000	$2,169 116 $2,347 $1,958	$1,846 34 $2,425 $1,083	$2,150 31 $2,425 $1,791	$2,150 49 $2,400 $1,700	$2,401 170 $2,750 $2,083	$2,028 63 $2,400 $1,500	$2,119 13	$2,169 66 $2,383 $1,924	$1,759 125 $2,080 $1,448	$1,649 60 $1,850 $1,433	$1,712 79 $2,083 $1,175

*Data in block tables are for interim period only (1/7/84 through 2/3/84).

Bachelor's Degree

TECHNICAL

CURRICULUM	BUSINESS			MANUFACTURING ■ INDUSTRIAL												GOV'T ■ NON-PROFIT		
	Accounting – Public	Banking, Finance, & Insurance	Merchandising (Retail & Wholesale) & Services	Aerospace Electronics, & Instruments	Automotive & Mechanical Equipment	Building Materials Mfrs & Construction	Chemicals, Drugs, & Allied Products	Electrical Machinery & Equipment	Food & Beverage Processing	Glass, Paper, Packaging, & Allied Products	Metals & Metal Products	Petroleum & Allied Products (incl. Nat. Gas)	Research & / or Consulting Organizations	Tire & Rubber	Utilities – Public (incl. Transportation)	Government – Federal	Government – Local / State	Non-Profit Orgs & Educational Institutions
Aeronautical Engineering				$2,244 37 $2,446 $2,067									$2,125 1			$1,792 2		
Chemical Engineering		$1,370 1		$2,294 18	$2,282 2	$2,350 1	$2,310 63 $2,500 $2,100	$2,255 4	$2,327 8	$2,358 10	$1,880 3	$2,338 21 $2,500 $2,200	$2,392 3	$2,263 7	$2,197 2	$1,749 5	$1,611 1	
Civil Engineering (incl. Construction, Sanitary & Transportation Engrg.)	$2,250 1			$2,060 14	$2,005 2	$1,830 48 $2,080 $1,600		$2,009 2		$2,164 1	$2,154 4	$2,490 4	$1,979 12		$1,855 6	$1,743 15	$1,650 40 $1,755 $1,536	
Electrical Engineering (incl. Computer Engrg.)	$2,360 1			$2,785 506 $2,365 $2,041	$2,228 30 $2,344 $2,100	$2,141 3	$2,273 26 $2,425 $2,130	$2,187 55 $2,350 $2,000	$2,276 4	$2,265 5	$2,400 1	$2,339 11	$2,117 20 $2,333 $1,915		$2,260 30 $2,660 $2,084	$1,811 62 $2,167 $1,449	$2,458 3	$2,142 2
Geological Engineering												$2,333 1					$1,300 2	
Industrial Engineering	$1,947 6			$2,124 43 $2,333 $1,925	$2,170 11		$2,275 5	$2,149 8		$1,992 4	$2,300 4	$2,488 2	$2,255 1		$1,900 1	$1,793 6	$2,108 2	$2,000 1
Mechanical Engineering			$1,925 2	$2,166 171 $2,340 $2,000	$2,264 51 $2,417 $2,083	$2,137 15	$2,261 32 $2,425 $2,150	$2,221 29 $2,400 $2,083	$2,137 8	$2,179 4	$2,239 20 $2,581 $2,050	$2,412 45 $2,650 $2,200	$2,294 9	$2,165 3	$2,151 19	$1,741 20 $1,856 $1,492	$1,810 1	$1,666 1
Metallurgical Engineering (incl. Metallurgy & Ceramic Engrg.)				$2,180 5	$2,323 4			$2,167 1			$2,173 10	$2,496 2	$2,083 1			$1,448 1		
Mining Engineering			$1,875 1								$1,892 2					$1,708 1		
Nuclear Engineering (incl. Engrg. Physics)				$2,375 1											$2,305 2			
Petroleum Engineering				$2,400 4								$2,649 46 $2,850 $2,400				$2,000 1		
Engineering Technology			$2,333 1	$2,039 56 $2,317 $1,750	$2,600 10	$1,804 11	$2,010 1	$2,021 4		$1,833 1		$2,168 10			$2,150 1			
Agricultural Sciences		$1,496 4	$1,270 11	$1,250 1		$1,227 2	$1,467 3	$1,600 2	$1,234 13	$1,400 1	$1,400 1	$2,102 2	$1,150 1			$1,143 3	$1,326 6	
Biological Sciences			$1,280 1		$1,500 1	$1,440 1							$1,833 1					$1,315 4
Chemistry				$1,666 2			$1,836 3			$1,708 1		$1,925 2	$1,440 4	$1,460 1		$1,136 1		$1,042 1
Computer Science	$1,918 5	$1,672 9	$1,711 4	$2,072 173 $2,294 $1,866	$2,067 16	$1,250 1	$1,911 6	$2,079 8	$1,925 1	$1,990 4	$1,877 3	$2,147 15	$1,926 8	$1,875 2	$2,078 3	$1,769 7	$1,542 1	$1,574 5
Health (Medical) Professions			$2,070 7				$2,560 1										$1,458 4	$1,761 63 $2,083 $1,500
Mathematics		$1,586 3		$2,193 10	$2,208 1			$2,198 3			$2,200 1				$2,000 1			$ 600 1
Other Physical & Earth Sciences		$1,304 2	$1,100 1	$2,083 1			$1,833 1					$2,079 9	$1,638 2		$2,058 1	$1,400 1		$1,630 1